



McGill

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Faculté de
médecine et des
sciences de la santé

A low-angle photograph of a classical building with large stone columns. In the foreground, there are green tree branches with small red flowers. The image is partially obscured by a red banner at the bottom.

Faculty Council & Town Hall Meeting

11/24/2020

Welcome New Faculty Council Members

- Academic
 - Health & Social Policy: **Jonas-Sébastien Beaudry**, Assistant Professor, Tenure Stream representative
- Students
 - PGSS (postdoc): **Harmehr Sekhon**, U2 postdoctoral research fellow, Department of Medicine
 - Residents (ARM): **Anne Sophie Drouin**, Medical resident, Emergency Medicine
 - ARM delegate: **Marie-Louise Daigneault**, Medical resident, Family Medicine
 - ARM delegate: **Aisin Ibrahim**, Medical resident, Diagnostic Radiology



Welcome New Committee Members

- Steering Committee
 - **Anne Sophie Drouin**, Medical resident, Emergency Medicine, Residents (ARM) representative
 - **Marie-Louise Daigneault**, Medical resident, Family Medicine, Residents (ARM) delegate
 - **Aisin Ibrahim**, Medical resident, Diagnostic Radiology, Residents (ARM) delegate
- Nominating Committee
 - **Marie-France Rollin**, CAS Faculty Lecturer (Clinical), Family Medicine, Campus Outaouais, Elected member



Agenda

Section I – VP-Dean David Eidelman

1. Welcoming Remarks
2. **Approval of Agenda**
3. In Memoriam

Section II – Current Faculty Topics

4. COVID-19: impact and innovations
 - a. Student perspective, **Anish Arora (MASH), Dennis Rompotinos (MSS), Lysanne Desharnais (GCSS), Lucille Xiang (POTUS), Nadia Demko (ARM)**
 - b. Faculty member perspective, **Annette Majnemer, Michelle Elizov**
5. COVID-19 research update, **Timothy Evans**
6. Faculty anti-racism framework, Open consultation, **Saleem Razack**

Section III – VP-Dean David Eidelman

7. Report from the Steering & Nominating Committees
8. Consent Agenda – Faculty Council minutes (September 22, 2020)
9. Business arising – Committee vacancies

Section IV – VP-Dean David Eidelman

10. Kudos

Section V

11. Open session / Town Hall



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In Memoriam

Pierre Assalian

Associate Professor, Department of Psychiatry

*

Marlène Gauthier

Assistant Professor (clinical), Department of Anesthesia

*

C. Kirk Osterland

*Emeritus Professor, Departments of Medicine and Microbiology &
Immunology*

*

Luis Vacaflor

Faculty Lecturer, Department of Psychiatry



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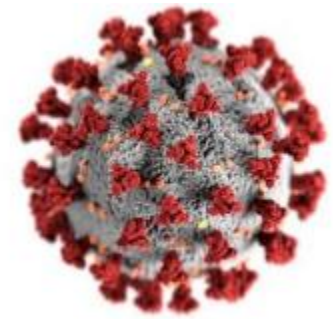
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COVID-19 : Impact and/et Innovations

Student perspective & Faculty member perspective /
Perspective des étudiants et perspective du corps professoral



COVID-19: Student Perspective

Anish Arora, McGill Association for Students in Healthcare

Dennis Rompotinos, Medical Students' Society

Lysanne Desharnais, Goodman Cancer Research Centre Student Society

Lucille Xiang, Physical & Occupational Therapy Undergraduate Society

Nadia Demko, Association of Residents of McGill



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MASH

Activities in an Era of Social Distancing

Faculty Council – held on November 24th, 2020



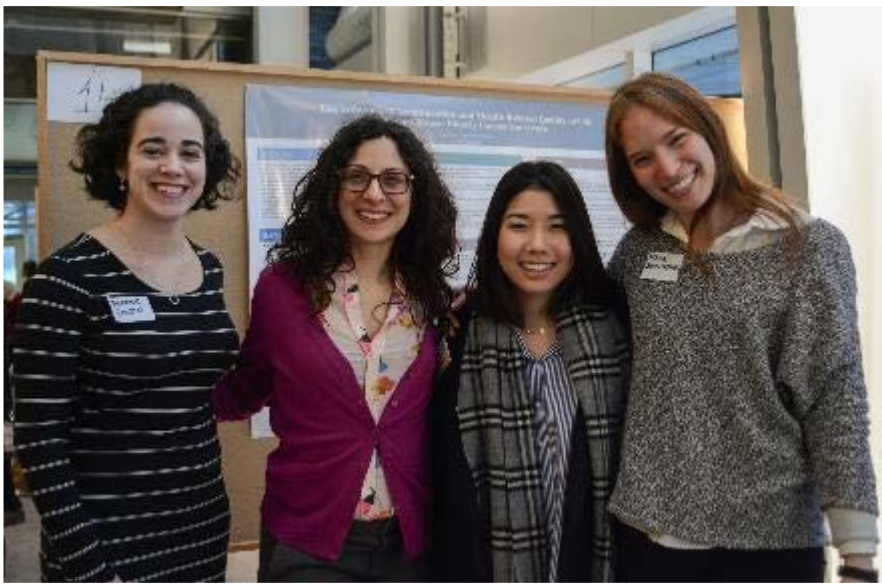
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McGill Association for Students in Healthcare

- Established in 2016
- **Umbrella Organization:** Represent 27 different student associations and groups interested in healthcare
- **Goal:** Build a connected and collaborative community among healthcare learners across McGill
research <--> clinic <--> policy



Positives, Negatives, & Learnings (so far...)

- **Positives**

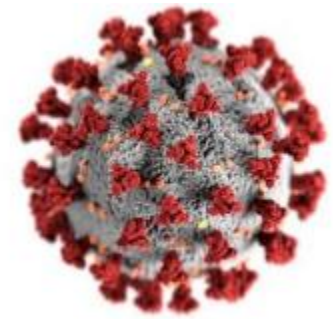
- Convenient: connect from home
- Cheaper & Less Resource Intensive: No need to book rooms & pay for catering

- **Negatives:**

- Lack of in-person interaction
- Difficulty with fluid communication & rapport building (interprofessional connections?)
- Scheduling is quite difficult
 - Workday/Classes vs. Evenings vs. Zoom Fatigue

- **Learnings:**

- Time for informal (unrecorded) discussions in formal meetings
- Use of break-out rooms
- Doodle for meetings



COVID-19: Student Perspective

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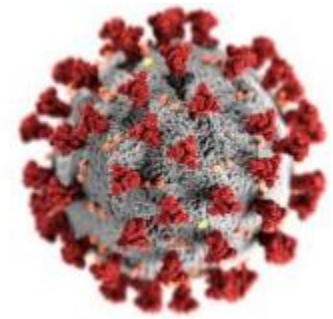


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Goodman Cancer Centre Student Society

Weekly Spotlight Seminar Series

- 70+ attendees each week
- Presentations from students, post-docs and core facilities

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GCRC Frontiers in Cancer Research Lecture Series

- Weekly seminars from speakers located around the world
- 2 speakers invited on behalf of GCSS



McGill

Centre de recherche sur le cancer
Rosalind & Morris Goodman
Cancer Research Centre



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Other events

- Mouse model workshop (November 2020)
- Research Day (Spring 2021)



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Other events

- Mouse model workshop (November 2020)
- Research Day (Spring 2021)

Young Women in Bio outreach event (Nov. 30th)

- 180 high school students
- Quizzes, virtual tours of the labs and core facilities
- Brief presentations from graduate students and Dr. Daniela Quail

Challenges

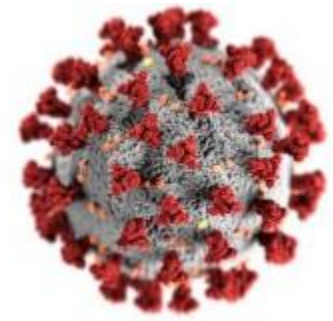
- Scheduling conflicts due to lab shifts
- “Too many events”
- Zoom fatigue



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COVID-19: Student Perspective

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Fall 2020 Remote/Hybrid Student Learning Experience

Faculty Council Meeting
November 24, 2020

Presented by Lucille Xiang, POTUS President 2020-21
On behalf of SPOT undergraduate students

Overview

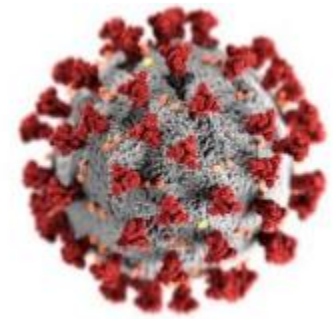
Remote Delivery

- Microsoft Stream Videos
- Microsoft Paint Drawing
- Group Projects & Team Tests
- Guest Lecturers
- Zoom Fatigue + Breaks

On-Campus Clinical Learning

- Labs
- SIM Centre (Mock + Evaluated OSCEs)





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Faculty Council Meeting

November 24, 2020

Nadia Demko, PGY-3, Pathology

VP Pedagogical Affairs – Specialties, ARM

Virtual Learning Enhancements



Academic Half Day content has **remained** excellent or improved

E.g. Fam Med site: new Problem Based Learning modules in small groups



Access to even more learning opportunities

Cheaper, travel-free conferences and online courses



Convenience of attending half day remotely

Not having to rush to another site



Zoom & Microsoft Teams both effective tools

May be a use for training in enhanced use of digital tools: breakout rooms, etc.

Clinical Training

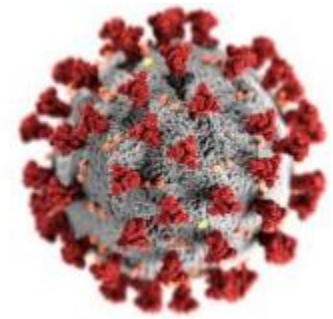
- Decreased outpatient clinics & specialty electives, community rotations
 - Much more telemedicine: less physical exams
- Decreased exposure to ORs, trauma, surgical specimens
 - Initially not given PPE, situation has improved since spring
- No Sim Centre exposure, surgical & procedural skills courses (e.g. airways management, sinus courses)
- Decreased ward / "bedside" teaching: creative solutions in response:
 - "X-ray rounds": going over cases online with an imaging focus
 - White board teaching of "approach to" various clinical presentations (with masks & distancing)

Opportunities

- Continued access to excellent content (e.g. conferences, courses)
 - Funding, flexibility for "conference days", training in digital tool usage
- Continued monitoring of clinical exposure in evolving context
- Continued monitoring of CBME in the context of pandemic, especially with regards to EPA numbers & mapping
- Access to workshops for procedural skills
 - Virtual reality simulations as an interesting avenue to explore
- Continuing to encourage daily, "bedside" teaching
 - Whiteboards, infrastructure for "virtual rounds"

Special thanks to:

- Dr. Sofia Nene, President, ARM
- Dr. Melody Aghourian, VP Pedagogical Affairs – Family Medicine, ARM
- Residents on ARM's CBME Subcommittee



COVID-19: Faculty member perspective

Annette Majnemer
Vice-Dean, Education
&

Michelle Elizov
Associate Dean, Faculty Development



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Impacts of COVID-19 on Education:

COVID-19 as an accelerant for change and a commonality of purpose



Annette Majnemer, OT, PhD, FCAHS
Vice-Dean, Education

Educational pivot with the pandemic

REMOTE DELIVERY OF COURSES: IMPACTS ON INSTRUCTORS

- Training requirements (teaching on Zoom)
 - Faculty Development, Teaching and Learning Services
- Logistical planning for on-campus teaching
- Resource supports
 - Software: Virtual science lab (3D4 anatomy, Labster, Lt, DNA Master), crowdmark/peer grade, jamboard, camtasia
 - Videography support
 - Teaching Assistants
 - Remote Learning Assistants (25 students in 14 units) (*RENEWED*)
 - Remote delivery guidelines (*NEW*)

<https://www.mcgill.ca/tls/instructors/class-disruption/guidelines-remote-w2021>



Impacts on health professions programs

CHALLENGES

- Clinical placements
 - Reintegration after lockdown
 - Telehealth access/supervision
- In-person clinical teaching
 - Logistical planning, costs
- Maintaining high level of engagement online
- Exams on-site

INNOVATIONS

- ✓ Group and interprofessional clinical placements
- ✓ Telehealth across professions
- ✓ Experience with blended learning

Impacts on biomedical science/graduate programs

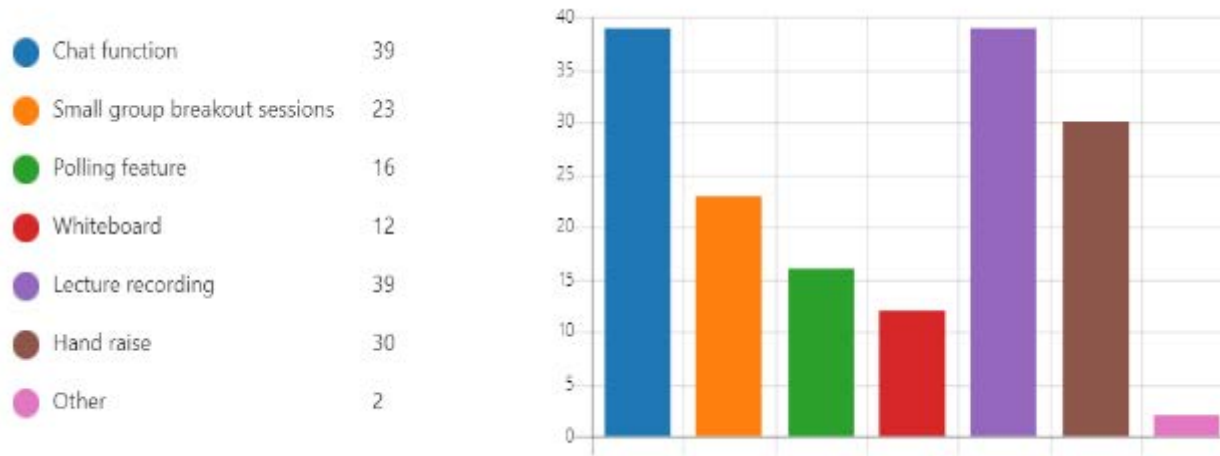
CHALLENGES

- Teaching by Zoom
 - Applying features
- Laboratory experiments
 - Going virtual, homekits
- Changing assessment strategies

INNOVATIONS

- ✓ Application of student-centred learning principles, formative assessments, teaching software
 - future uptake?
- ✓ Exploration of Translational Science program and other interdisciplinary initiatives
- ✓ Reimagining the educational mission within the new School

Survey of instructors teaching in biomedical sciences



47.5% using flipped classrooms



“Less content, more discussion”
“Have to be more engaging when teaching”
“Students ask more questions”
“Changed assessments”

“Miss personal interactions”
“So much more work!”



6/7 courses with lab component going well



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Survey of learners in the FMHS: Fall term

(n=1130)

<25% rate overall experience VG-E, as compared to 65-80% for Fall 2019



Positives:

Academics progressing well;
Appreciate recordings;
More flexible hours

>65% have been on campus for classes, research, student services



Negatives: lack of =
Campus community life;
Social engagement;
Connectivity



Impacts on learners

CHANGES IN RESPONSE TO FEEDBACK

- Some highlights (town halls, surveys)
 - Respecting class time
 - Recordings
 - Revisiting workload, assessment strategies
 - Greater student engagement

- Remote delivery guidelines 

<https://www.mcgill.ca/tls/instructors/class-disruption/guidelines-remote-w2021>

- <https://teachingblog.mcgill.ca/2020/11/12/how-can-you-support-student-wellness-in-your-remote-courses/>

Crisis innovation: Accelerant of change, a commonality of purpose

... Common purpose

- Working together, learning from each other
- Within McGill, stronger collaborations with
 - Teaching and Learning Services
 - Faculty of Science
- New Office of Education Technology

... Accelerant for change

- Student-centred learning (ESP)
- Telehealth – Learning, teaching



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IMPACTS OF THE PANDEMIC ON WELLNESS: LEARNERS, FACULTY AND STAFF

An ongoing preoccupation of the leadership team



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FACULTY DEVELOPMENT

Innovations and Opportunities

Faculty Council

Nov 24, 2020



FACDEV TURNING ON A DIME

- Impacts of the pandemic
 - Logistic
 - Cancellation of Leadership Development Program (flagship spring programming), postponement of Faculty Honour List, Telemachus Scholars' Program (with AA)
 - Team members' other commitments (clinical, School requirements)
 - Content development
 - Semi-urgent requests to support faculty who need to provide Telehealth and Teaching and Supervising remotely
 - We were not experts!
 - Educational principles
 - Face-to-face discussions and learning with and from colleagues
 - Facdev as educational “spa” and wellness of faculty



ALL TOGETHER NOW!

- Open discussions and collaborative spirit:
 - Telehealth Task Force and CPD
 - Academic Affairs
 - Department of Family Medicine
 - Campus Outaouais
 - TLS
 - ...

- Amazing Facdev team with strong belief in our mandate
 - Rallied together
 - Gathered, collated and curated materials
 - Created novel workshops (content and delivery)
 - Facilitated multiple workshops
 - On their “free” time
 - Learning together on the way

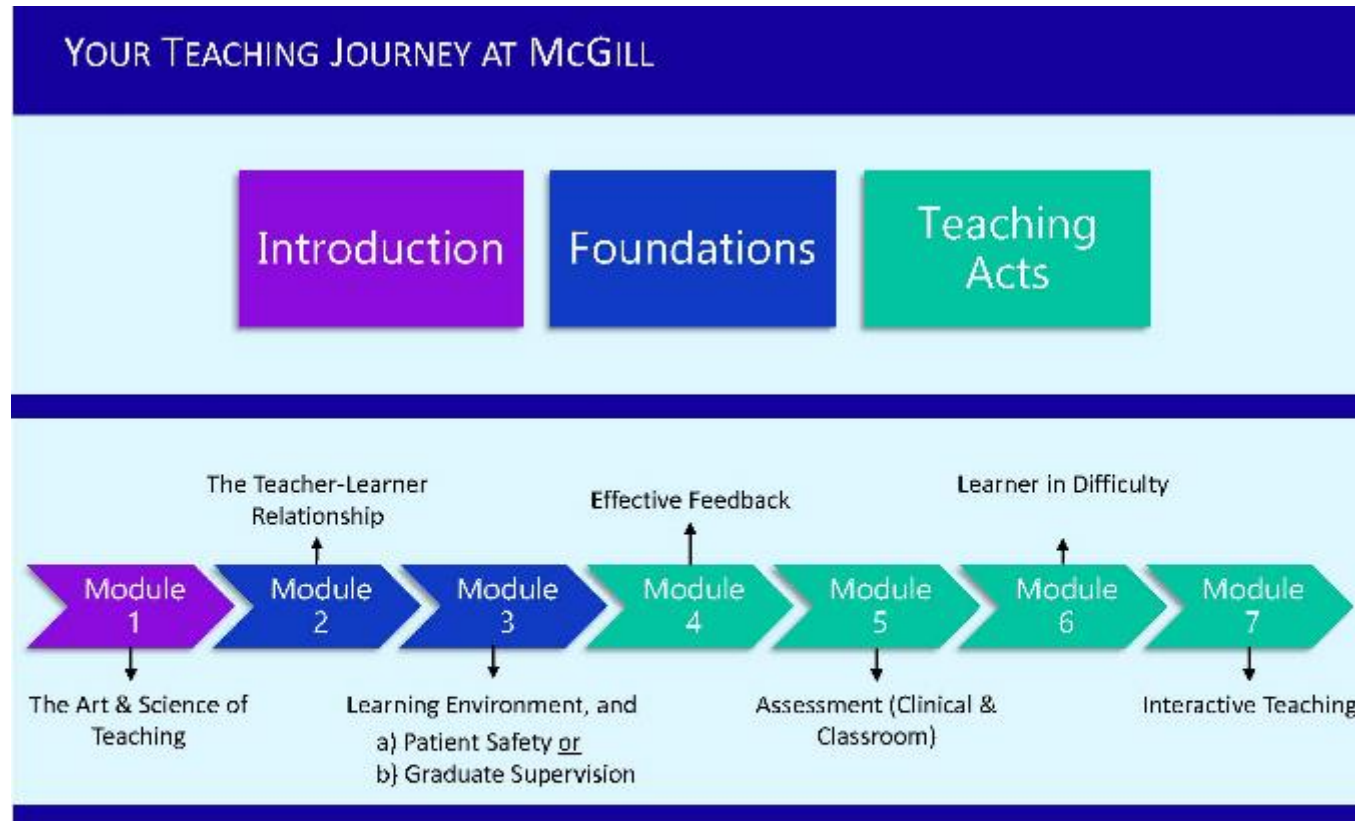


INNOVATIONS

- Summer Telehealth Series: Basics of Telehealth, Supervising Learners Providing Virtual Care, Teaching with Zoom for the Busy Clinician/Occasional Teacher
 - Each was done 4 times (3 English, 1 French)
 - Refined along the way
 - On Zoom using best educational practices
- Faculty Helping Faculty (Academic Affairs with Facdev support)
 - Adapted initially for Telemachus Scholar's program participants
 - Opened to the whole faculty
 - Successful and appreciated



YOUR TEACHING JOURNEY



McGILL FAMILY MEDICINE
INNOVATIONS IN LEARNING
INNOVATIONS PÉDAGOGIQUES
EN MÉDECINE DE FAMILLE À MCGILL



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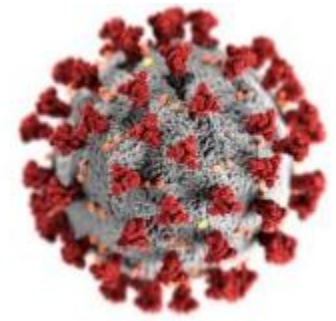
Bureau
de la formation
professorale



LOOKING AHEAD

- Collaboration w CPD
 - Microteaching on topics related to Telehealth
- Collaboration with Family Medicine
 - Peer Coaching
- Teaching Journey and Communities of Practice
- Bring us back together (even virtually) to learn and support each other
 - Good for us as individual teachers, researchers and leaders (skills)
 - Good for us as individuals and as a Faculty (wellness)





COVID-19: Research update

Timothy Evans
Associate Dean & Director
School of Population & Global Health



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Rapid Update on COVID-19

Tim Evans, Director, School of Population and Global Health

Faculty Council
November 24th, 2020



*'We've moved a few things around. Travel books are
in the Fantasy section, Politics is in Sci-Fi, and
Epidemiology is in Self-Help. Good luck.'*

*Epidemiology is in Self-Help. Good luck,
in the Fantasy section, Politics is in Sci-Fi, and
we've moved a few things around. Travel books are*



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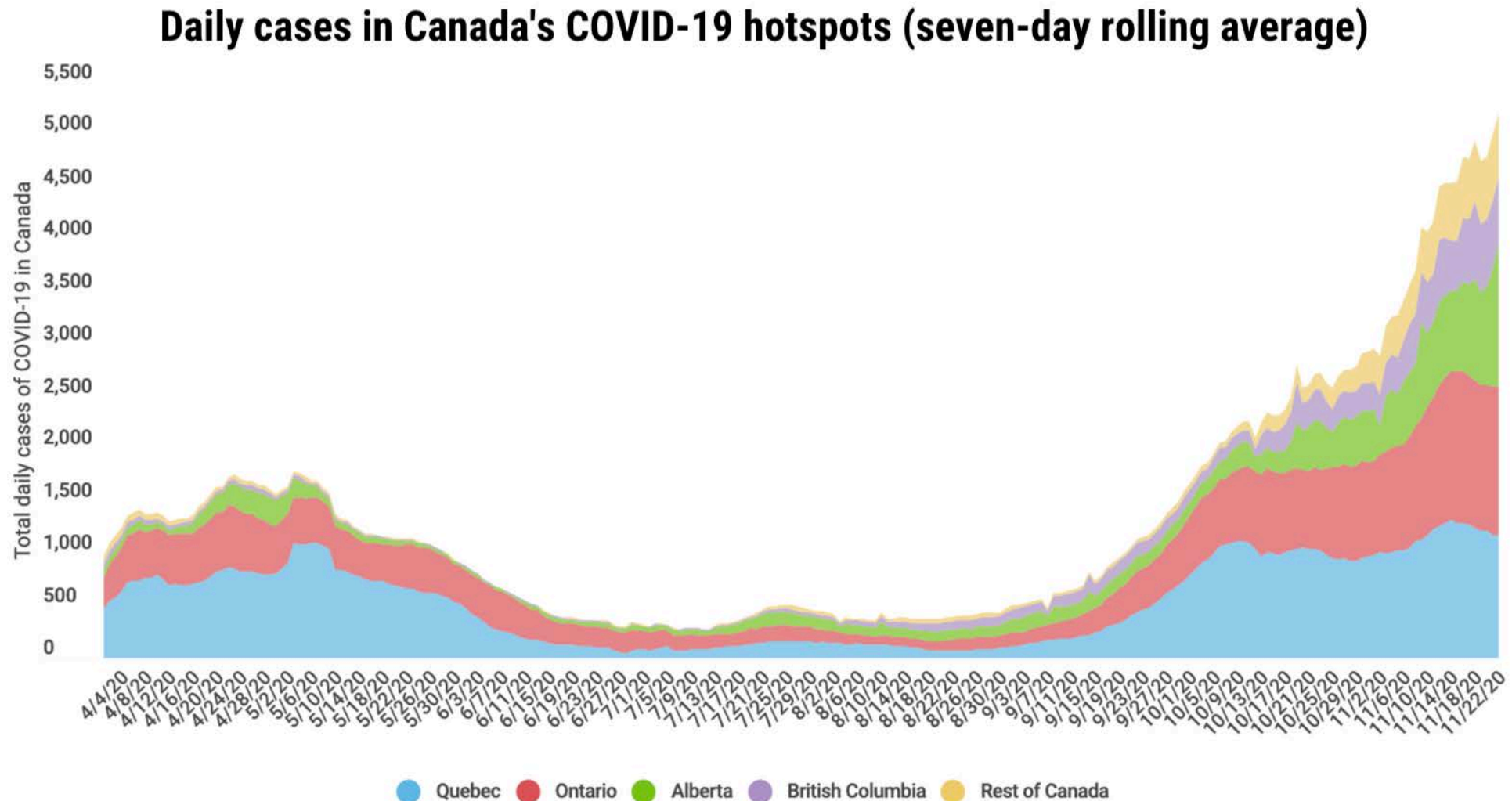
COVID-19 comes in waves!

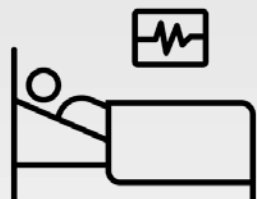


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COVID-19 hospitalizations in Canada

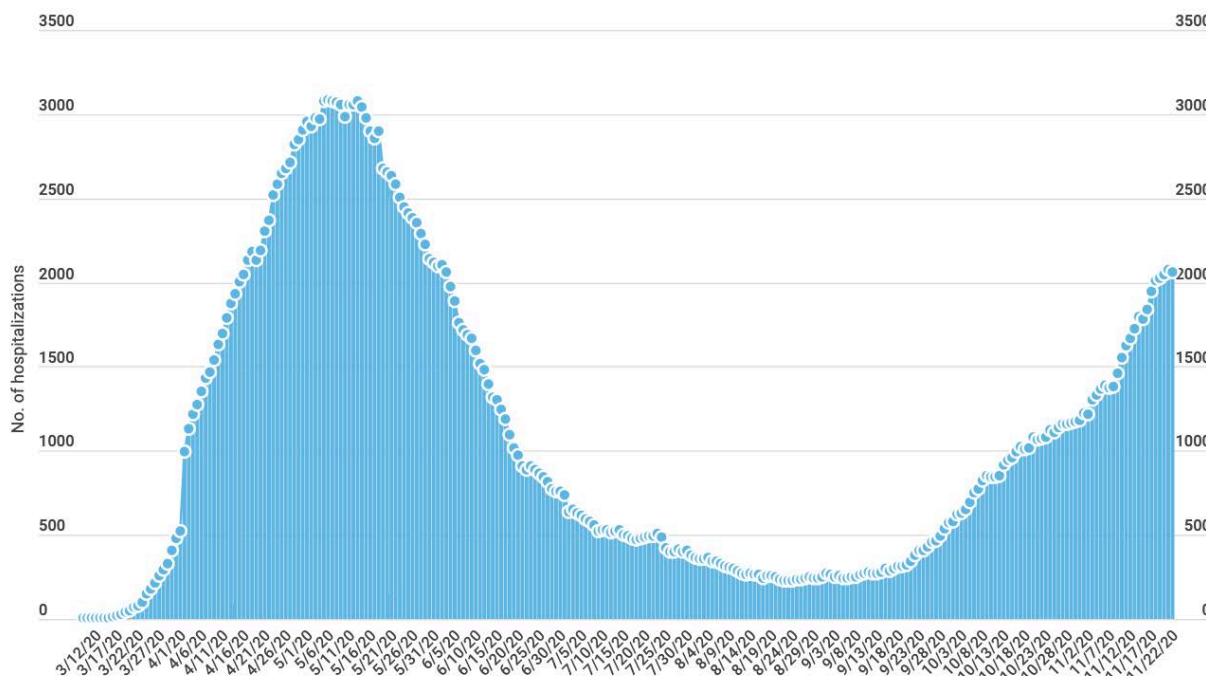
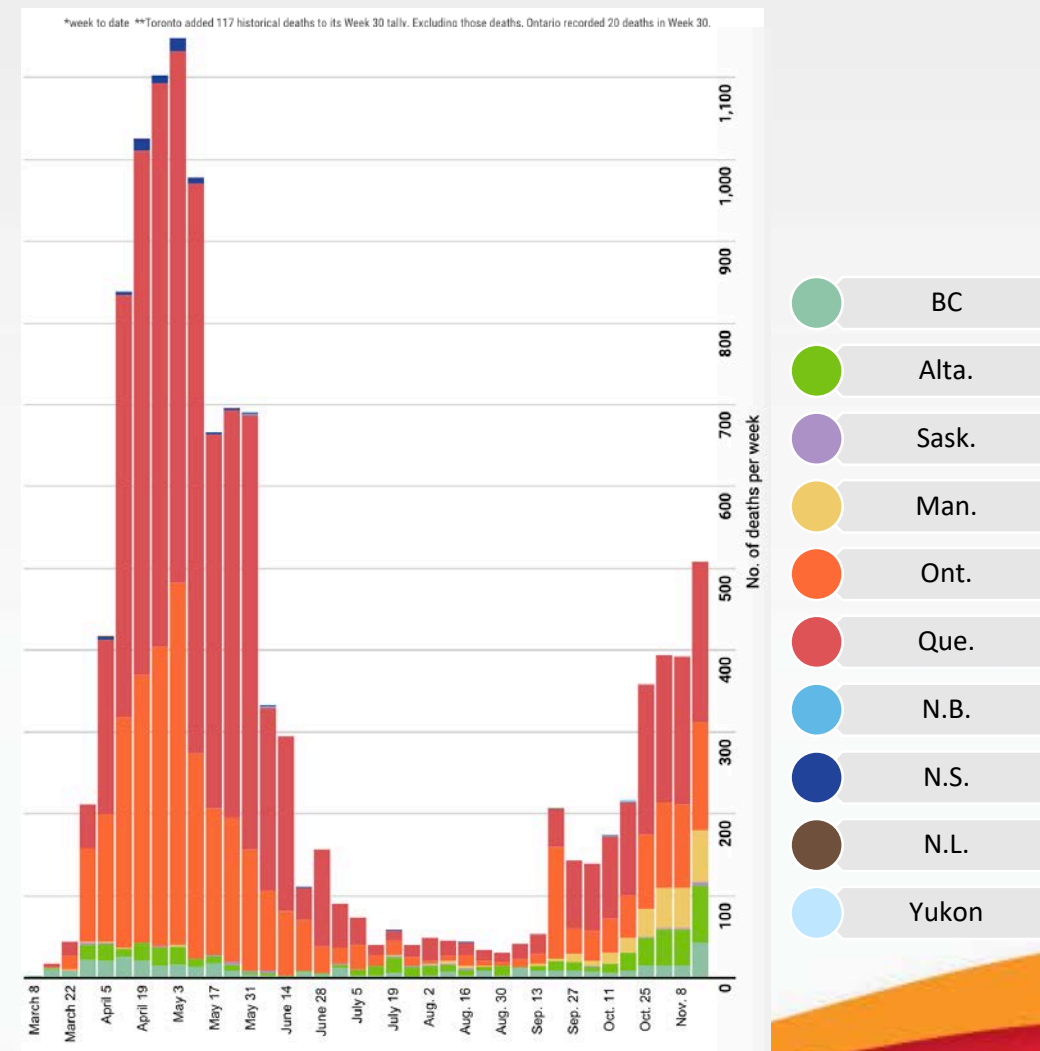


Chart source: COVID-19 Tracker Canada



COVID-19 preys on older populations!

Figure 5. Age and gender distribution of COVID-19 cases hospitalized in Canada as of November 9, 2020, 7 pm EDT (n=17,273)

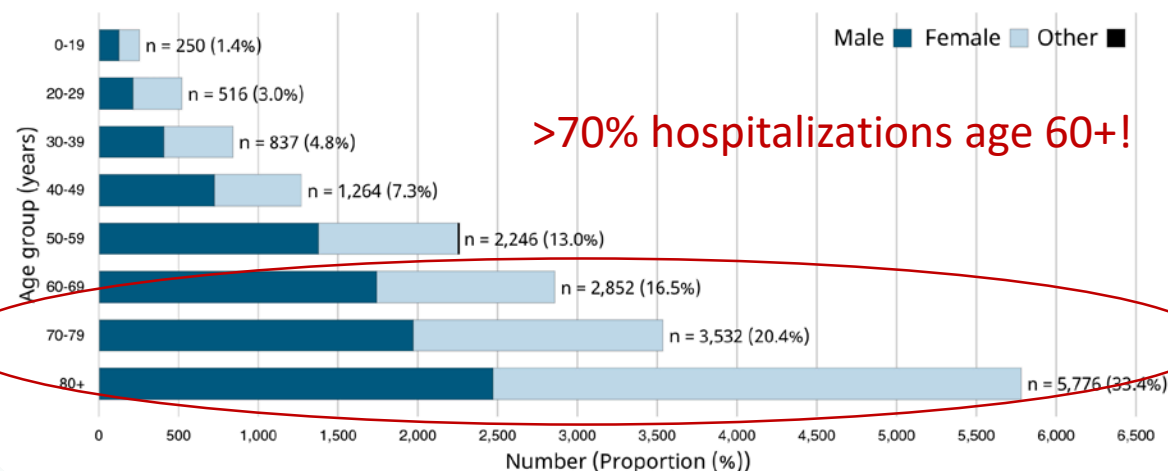
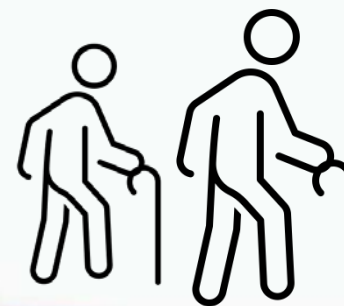
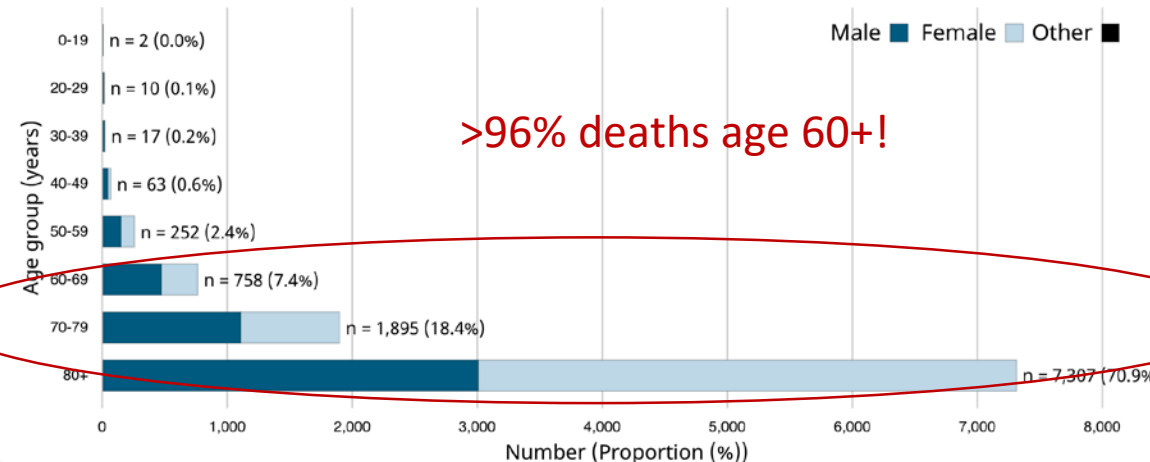


Figure 5. Age and gender distribution of COVID-19 cases deceased in Canada as of November 9, 2020, 7 pm EDT (n=10,304)



COVID-19 Thrives on Systemic Inequalities!



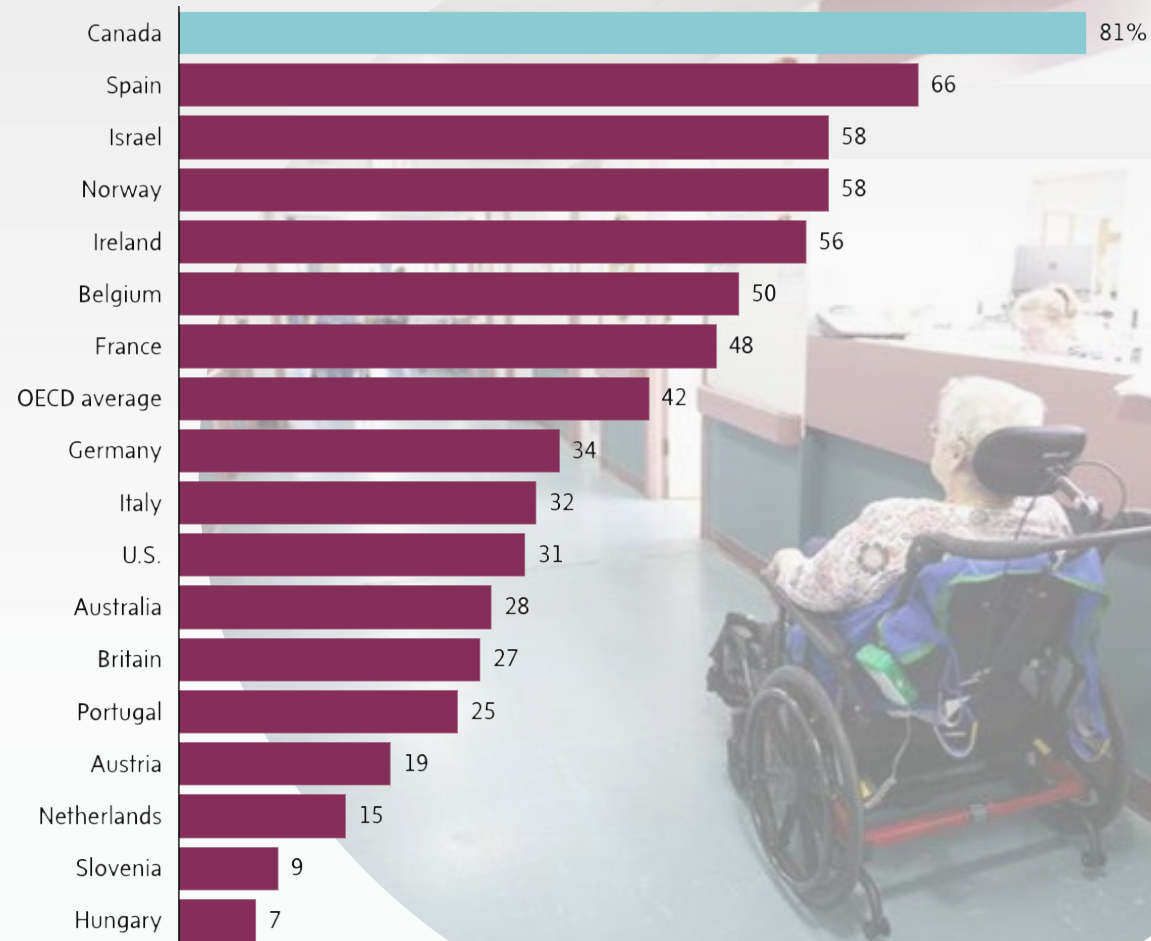
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Close to 1200 outbreaks have been reported in LTC facilities and retirement homes, accounting for approximately 80% of all COVID-19 deaths in the country.

COVID-19 deaths in long-term care as a percentage of all COVID-19 deaths
As of May 25



THE GLOBE AND MAIL, SOURCE: CANADIAN INSTITUTE FOR HEALTH INFORMATION

DATA SHARE

COVID-19 Thrives on Systemic Inequalities!



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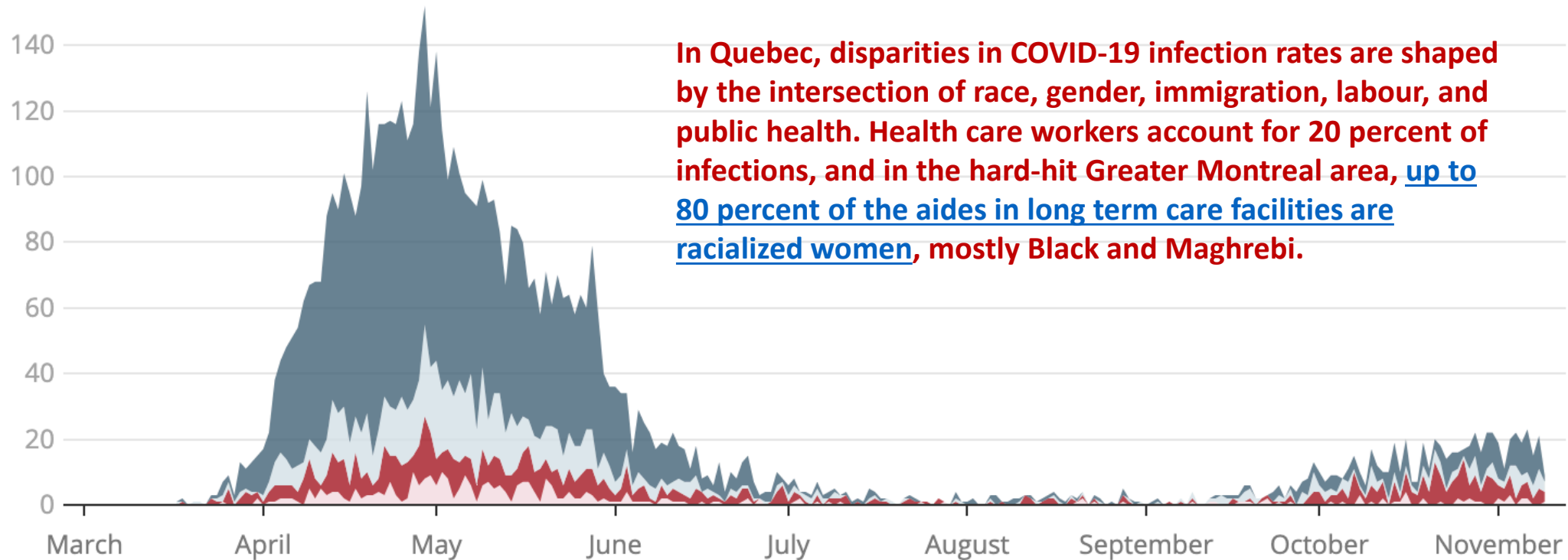
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Where people are dying from COVID-19 in Quebec

A greater proportion of people are dying outside of care facilities during the province's second wave.

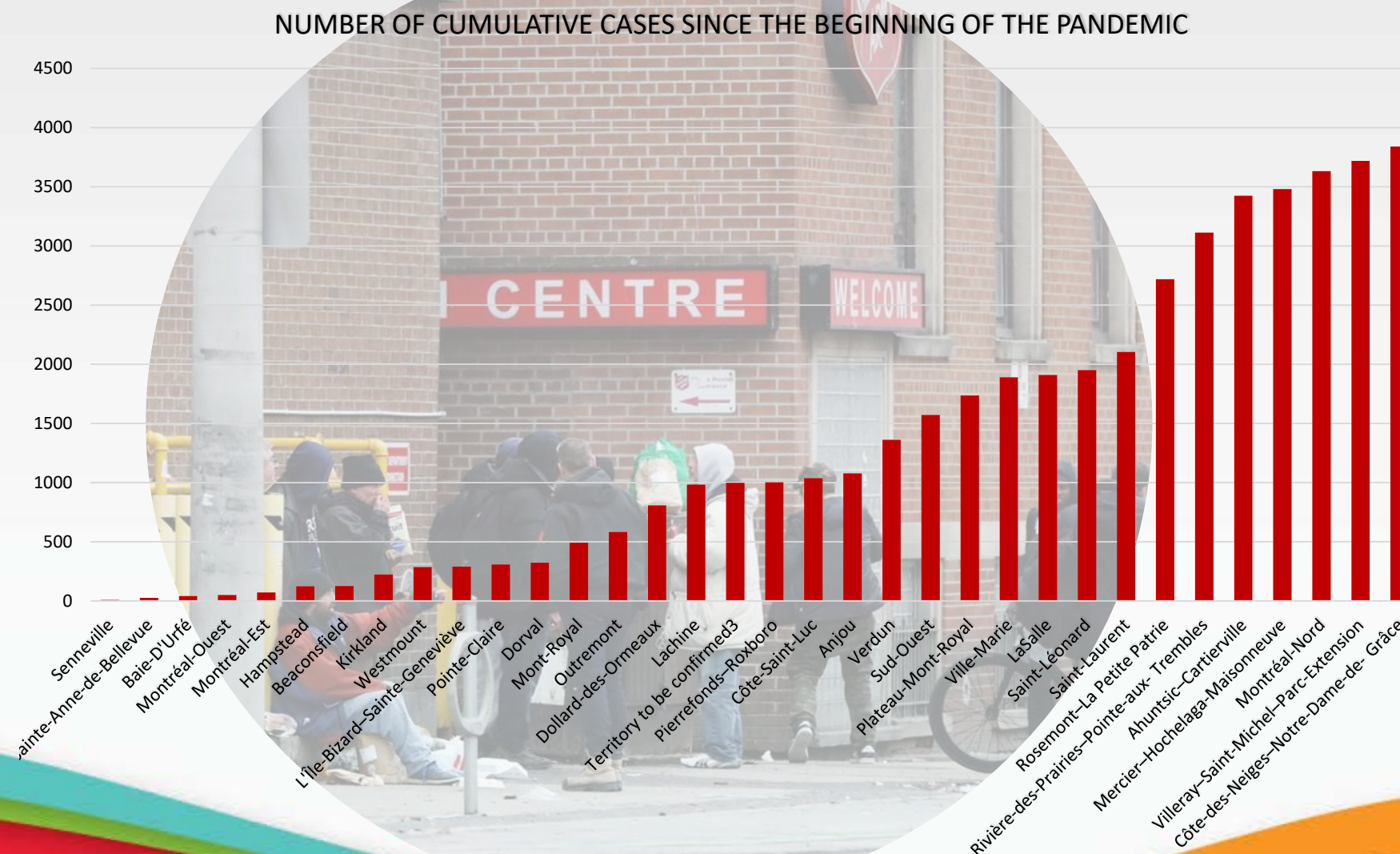
■ Intermediary resource ■ Home or Unknown ■ Private seniors' home ■ CHSLD



CBC NEWS

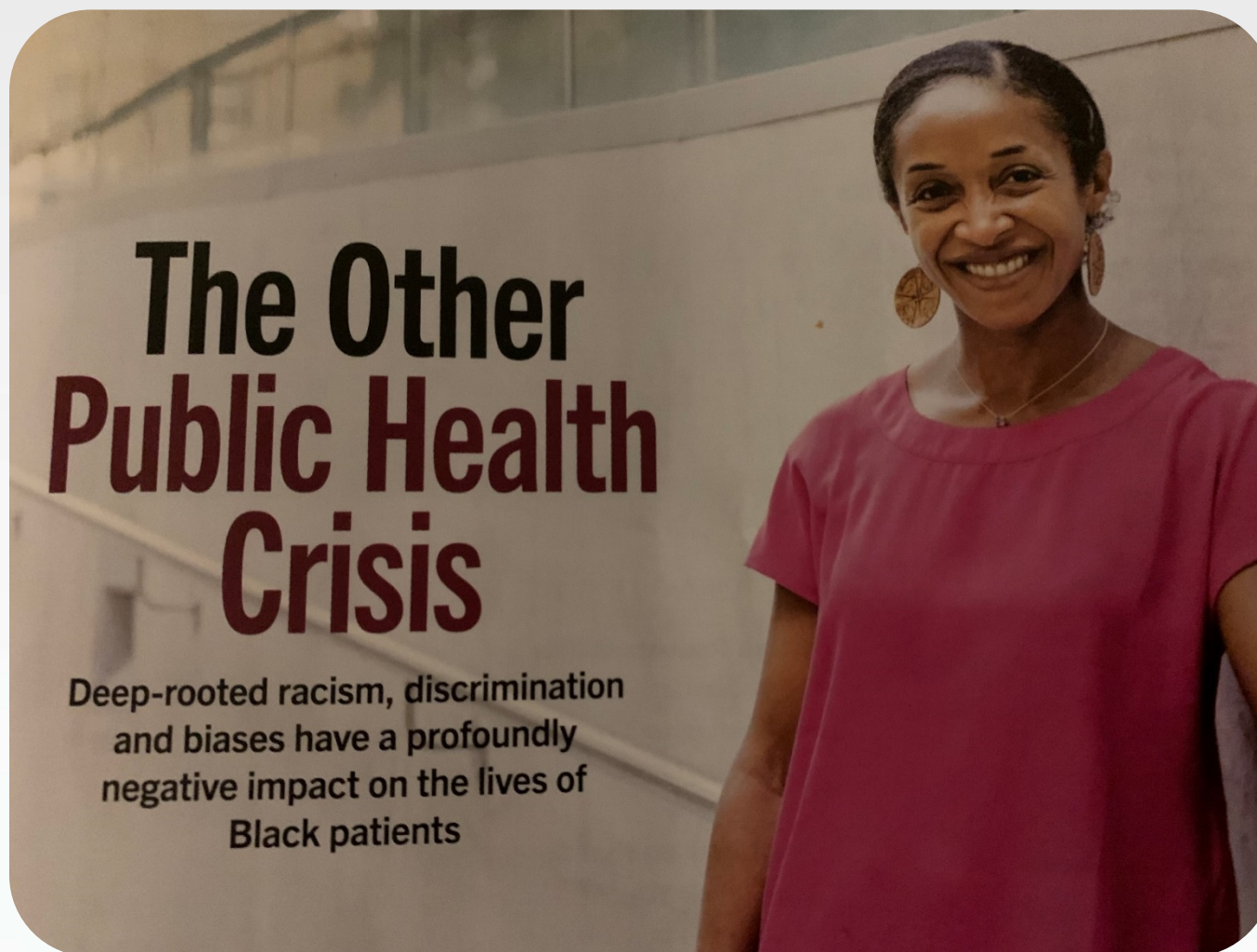
Source: INSPQ

COVID-19 clusters in
Montreal boroughs
with higher
racial/ethnic diversity.





“If Black women were free, it would mean that everyone else would have to be free since our freedom would necessitate the destruction of all the systems of oppression,” the Combahee River Collective, an influential group of Black feminists, [wrote](#) in 1977.



[CPSO – Publications](#) eDialogue Issue 3, “The Other Public Health Crisis,” 9.18.2020.

The long tail of the pandemic....is just beginning to be seen.....



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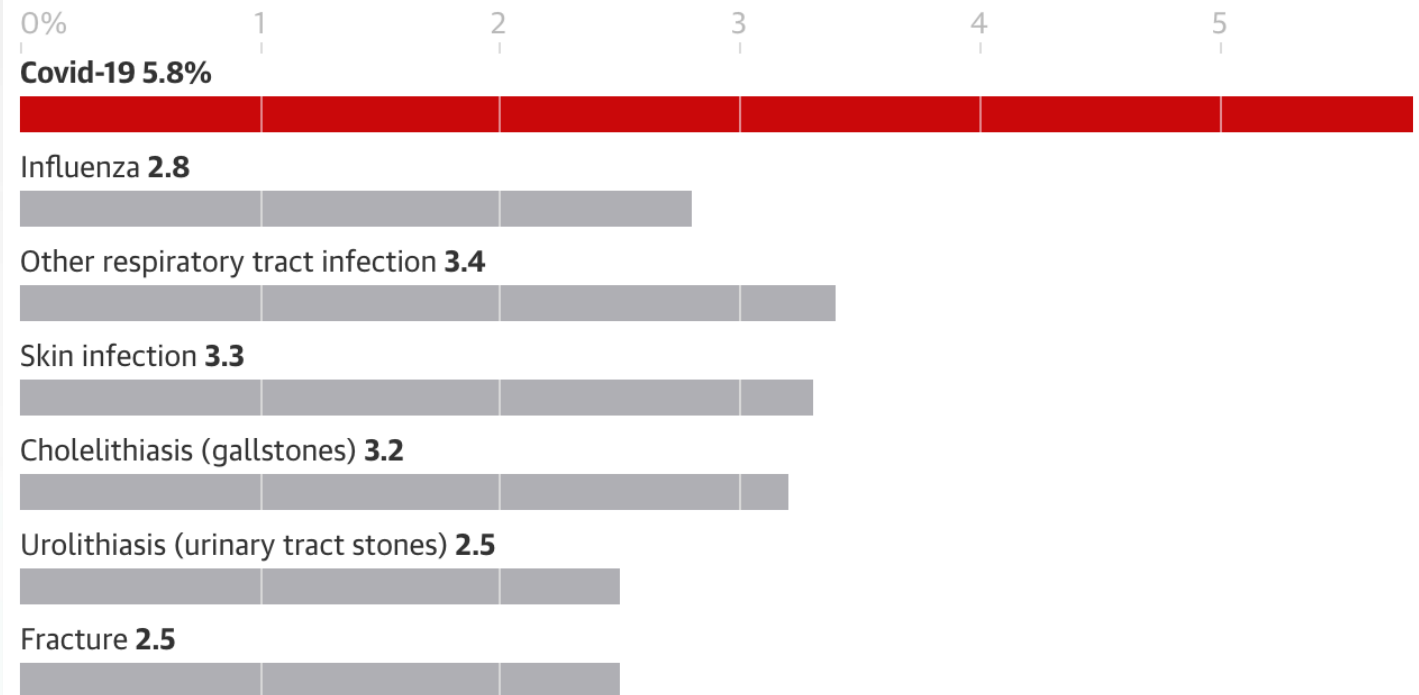
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- **1 in 5** people who have had COVID-19 are diagnosed with a psychiatric disorder such as anxiety, depression or insomnia within three months of testing positive for the virus



Survivors of Covid-19 appear to be at increased risk of developing a psychiatric condition as a consequence of the disease

% diagnosed with a first psychiatric disorder within 14-90 days of a health event



Guardian graphic | Source: department of psychiatry, University of Oxford

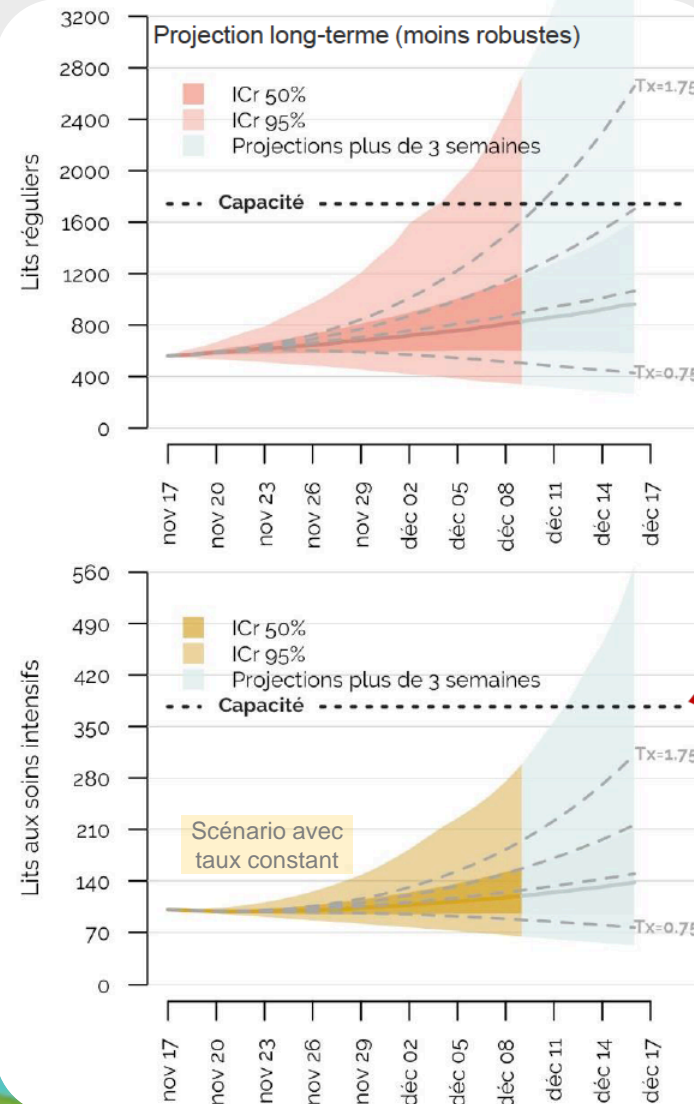
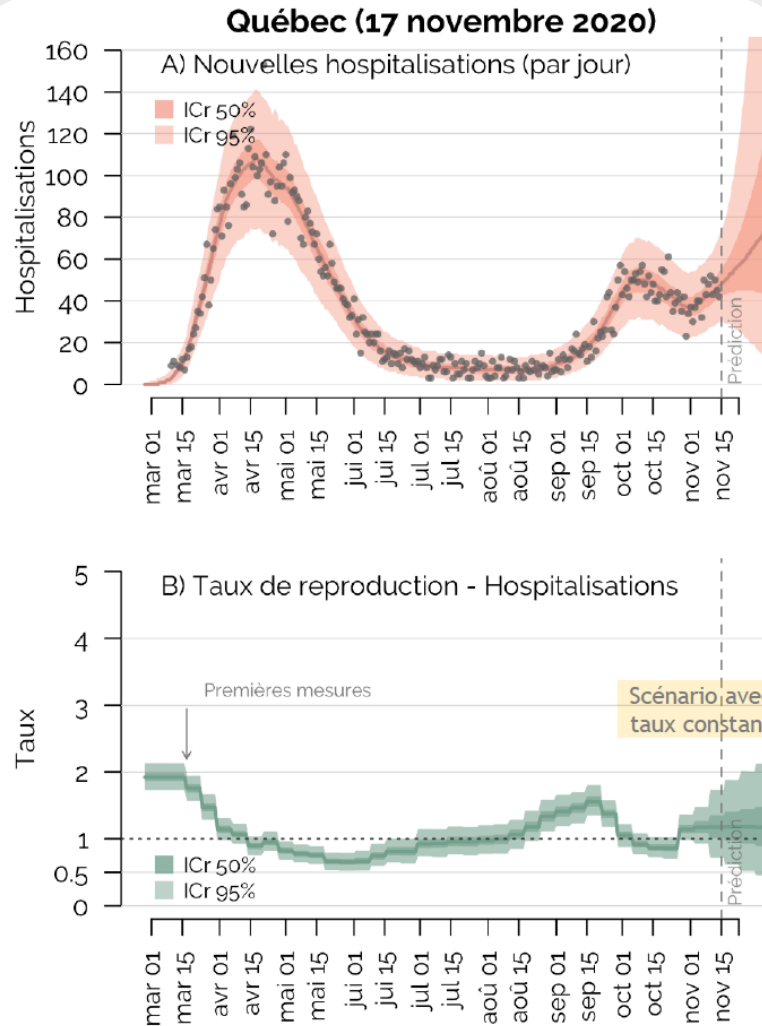
Can hospitals cope with the second wave?



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Hospital Bed Capacity!

ICU Bed Capacity!

**Modeling by McGill
Professors Mathieu
Maheu-Giroux et David
Buckeridge for the
Government of Quebec.**

Note: Les courbes pointillées correspondent à des scénarios où le taux varierait de 0.75, 1.25, 1.50 à 1.75.

What do things look like for the New Year?

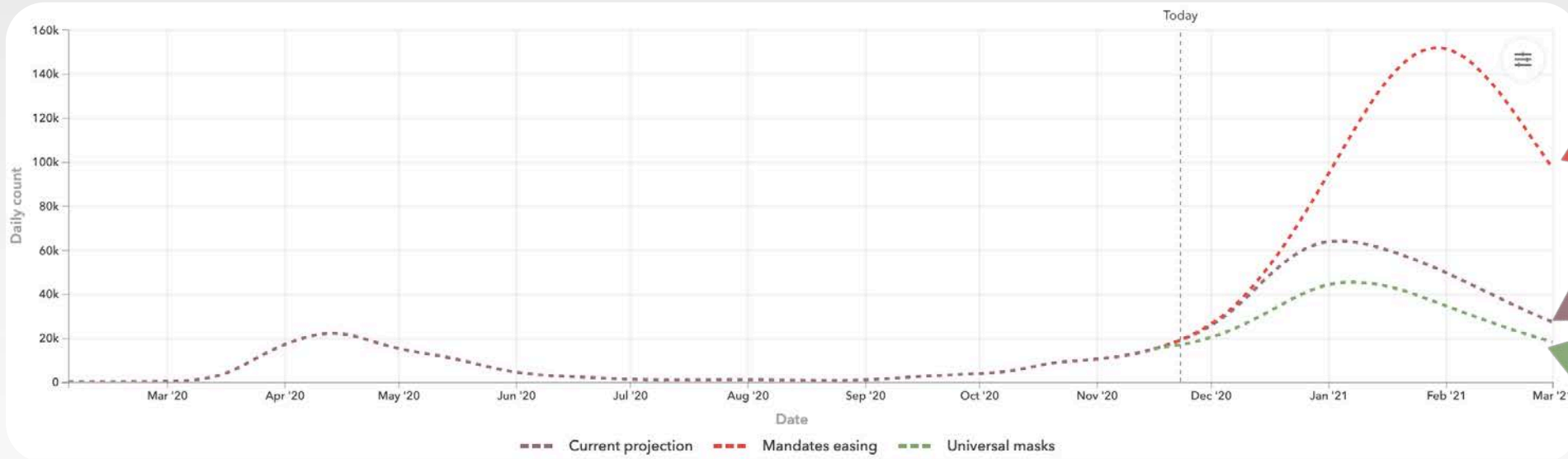
Estimated Daily Infections



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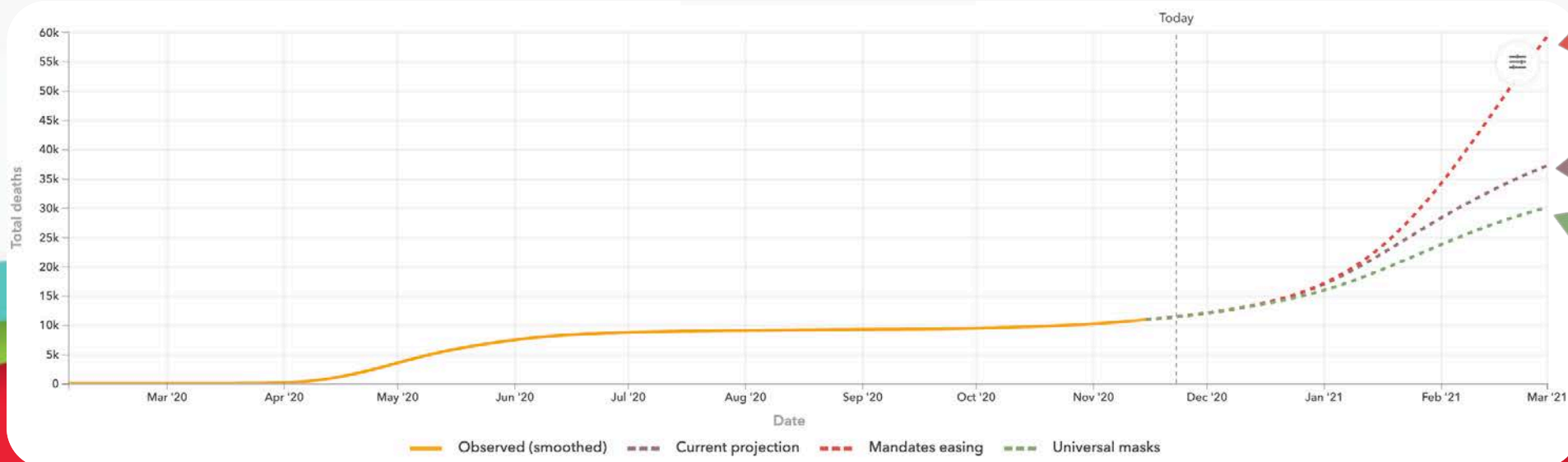


**Mandates
Easing**

**Current
Projection**

**Universal
Masks**

Total Deaths - 37,172 COVID-19 Deaths — Based on Current Projection scenario by Mar. 1. 2021



**Mandates
Easing**

**Current
Projection**

**Universal
Masks**

TABLE 1 SARS-COV-2 SEROPREVALENCE BY PROVINCE (%)

British Columbia	0.50
Alberta	0.37
Saskatchewan	0.46
Manitoba	0.56
Ontario	0.96
Quebec	2.23
New Brunswick	0.26
Nova Scotia	0.36
Prince Edward Island	0.00
Newfoundland and Labrador	0.29



COVID-19
IMMUNITY
TASK FORCE

GROUPE DE TRAVAIL
SUR L'IMMUNITÉ
FACE À LA COVID-19



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**Low infection rates from
blood bank donors across
Canada suggest we are a long
way from herd immunity!**

TABLE 2 SARS-COV-2 SEROPREVALENCE BY CITY (%)

Vancouver	0.60
Calgary	0.43
Edmonton	0.38
Ottawa	1.29
Toronto	1.07
Montreal	3.05

Great Barrington Declaration

As infectious disease epidemiologists and public health scientists we have grave concerns about the damaging physical and mental health impacts of the prevailing COVID-19 policies, and recommend an approach we call Focused Protection.

While herd immunity will end the pandemic, herd mentality will not!!!



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**JOHN SNOW
MEMORANDUM**

COVID-19 Transmission – still learning!



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Droplet → Aerosolized

Canada quietly updates COVID-19 guidelines on risk of airborne spread

Public Health Agency of Canada previously made no mention of aerosol transmission in federal recommendations

CBC News

November 4, 2020



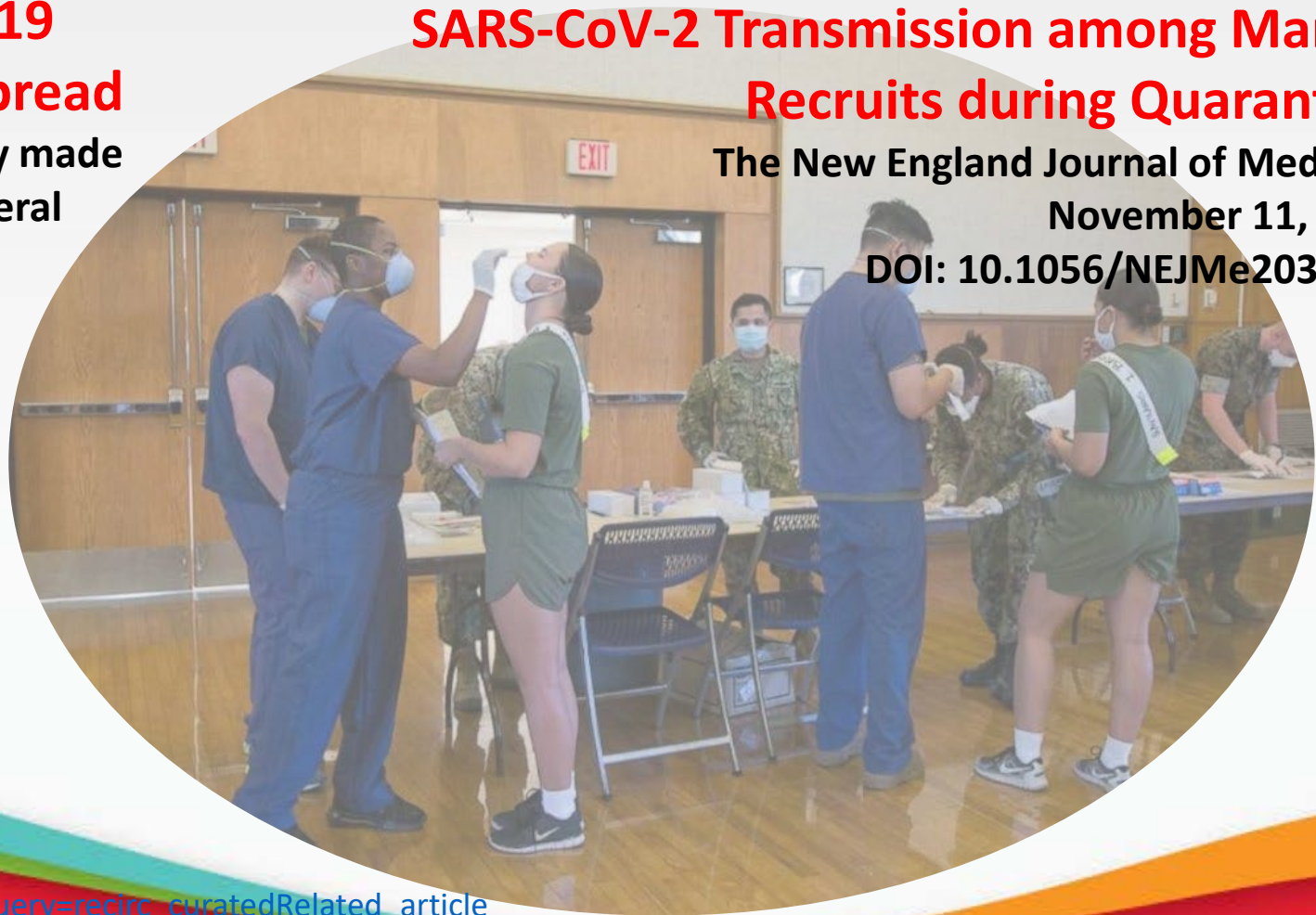
Symptomatic → Asymptomatic

SARS-CoV-2 Transmission among Marine Recruits during Quarantine

The New England Journal of Medicine

November 11, 2020

DOI: 10.1056/NEJMe2032179



https://www.nejm.org/doi/full/10.1056/NEJMe2032179?query=recirc_curatedRelated_article

<https://abcnews.go.com/Politics/broad-study-marine-recruits-shows-limits-covid-19/story?id=74152498>

<https://www.cbc.ca/news/health/coronavirus-canada-aerosol-transmission-covid-19-1.5789906>



***“Never let a
good crisis go
to waste”***



Drug therapies for COVID-19



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**Only 1 drug—dexamethasone—
found to lower mortality in
hospitalized patients.
3 other drugs – no effects....**

“Repurposed antiviral drugs for COVID-19—
interim WHO SOLIDARITY trial results”
*WHO Solidarity trial consortium**
October 15th, 2020



Vaccines—looking promising

- Operation “Warp Speed”
- **10 vaccines in phase 3 trials in 10 months!!!**
- Promising early results
- Still a long way to go...
- Public access mid-2021...





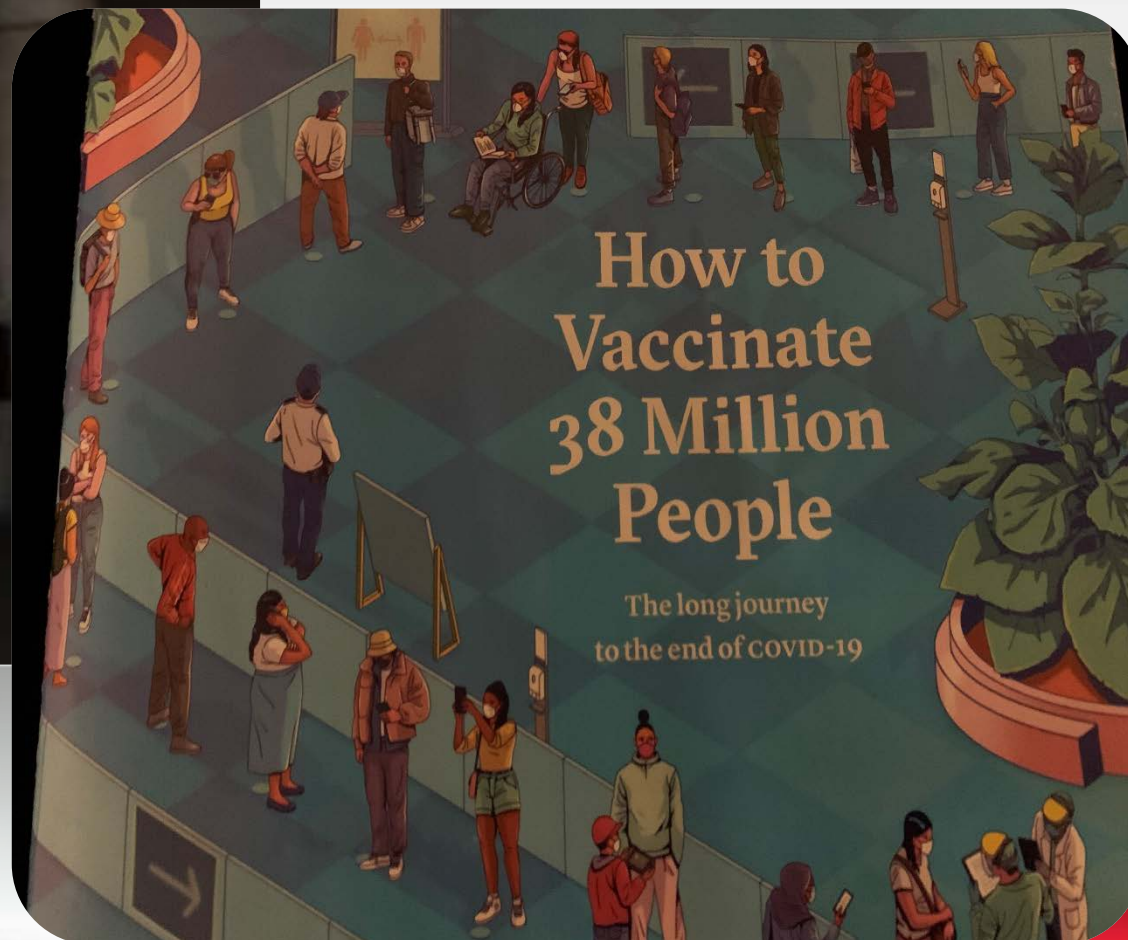
VACCINE
MANDATES
VIOLATE
BODILY
AUTONOMY

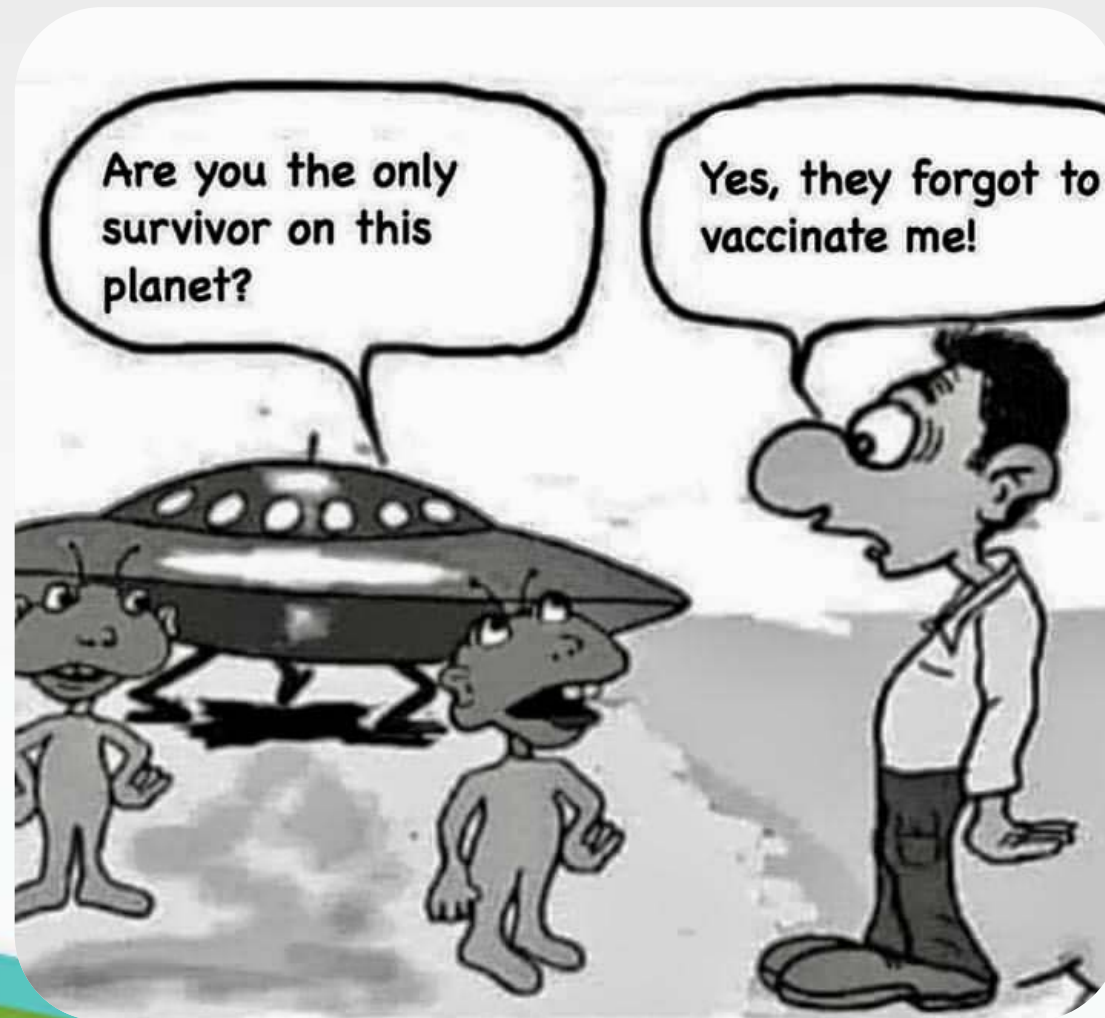
Jennifer White identifies as an 'ex-vaxxer,' because she changed her opinion on some vaccines after her child developed what she said were vaccine-related health complications.

Provided by Canadian Broadcasting Corporation.

How to Vaccinate 38 Million People

The long journey
to the end of COVID-19





Masks make a difference!

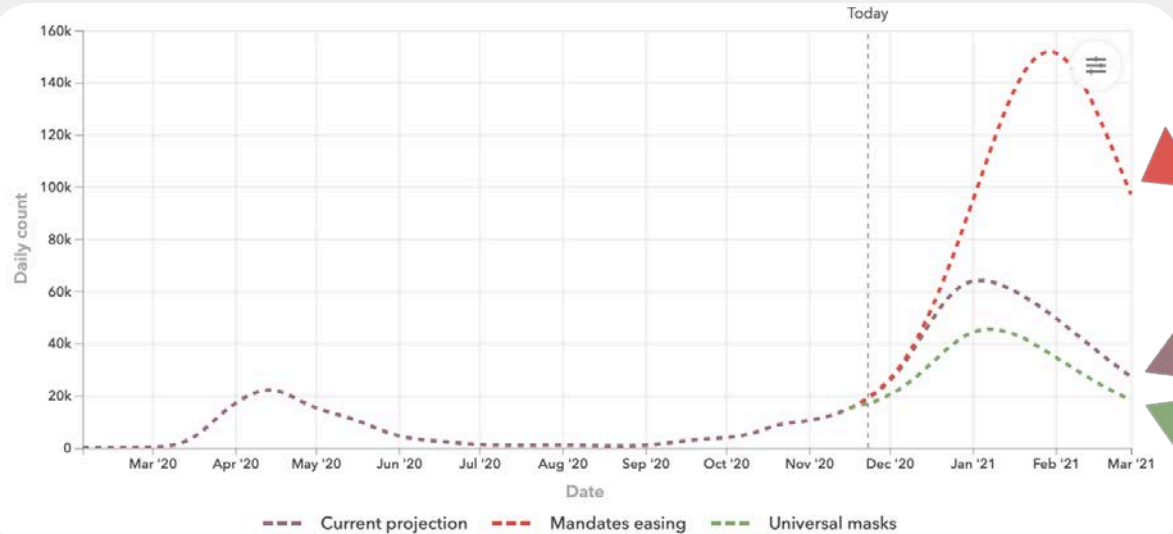


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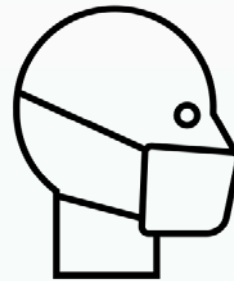
Estimated Daily Infections



Mandates
Easing

Current
Projection

Universal
Masks



California, Spanish Flu crisis of 1918



<https://covid19.healthdata.org/canada?view=total-deaths&tab=trend>

<https://www.dailymail.co.uk/news/article-8248831/Photos-1918-Spanish-flu-families-posing-face-masks-cats-covered.html>

Testing our patients... or our *patience*?



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Opinion: COVID-19 testing must look below the tip of the iceberg

Montreal Gazette, June 9, 2020

Jonathon Campbell • Dick Menzies and Tim Evans
22 minutes ago • 3 minute read



A health-care worker swabs a man at a walk-in COVID-19 test clinic in Montreal North, Sunday, May 10, 2020. GRAHAM HUGHES / THE CANADIAN PRESS

<https://montrealgazette.com/opinion/opinion-covid-19-testing-must-look-below-the-tip-of-the-iceberg>

Active testing of groups at increased risk of acquiring SARS-CoV-2 in Canada: costs and human resource needs

Jonathon R. Campbell PhD, Aashna Uppal MScPH, Olivia Oxlade PhD, Federica Fregonese MD PhD, Mayara Lisboa Bastos MD MSc, Zhiyi Lan MSc, Stephanie Law PhD, Chi Eun Oh MD MSc, W. Alton Russell MS, Giorgia Sulis MD, Nicholas Winters MSc, Mercedes Yanes-Lane MD MScPH, Marc Brisson PhD, Sonia Laszlo PhD, Timothy G. Evans MD PhD, Dick Menzies MD MSc

CMAJ 2020 October 5.

192:E1146-55. doi: 10.1503/cmaj.201128; early-released September 9, 2020

OPINION

We can avoid a lockdown by creating a national mass testing program

DAVID JUNCKER AND DONALD SHEPPARD

CONTRIBUTED TO THE GLOBE AND MAIL

PUBLISHED NOVEMBER 17, 2020

<https://www.theglobeandmail.com/opinion/article-we-can-avoid-a-lockdown-by-creating-a-national-mass-testing-program/>

Tufts University is showing how smart testing at scale is keeping everyone safe and the campus open



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Tufts University COVID-19 Testing Metrics

7 Day Totals Through November 08, 2020

Total Number of Tests with Results	
15,393	
Negative Tests	% Negative
15,387	99.96%
Positive Tests*	% Positive
6	0.04%
Avg. Processing Time (hours)	
15.13	

Cumulative from August 3, 2020

Total Number of Tests with Results	
153,140	
Negative Tests	% Negative
153,071	99.95%
Positive Tests*	% Positive
64	0.04%
Avg. Processing Time (hours)	
15.80	

** Positive tests reported above are unique individuals*

THANK YOU

Presentation of the Framework to Address Systemic Anti-Black Racism
in the Faculty of Medicine and Health Sciences

Dr. Saleem Razack

Director of the SACE Office

Presentation to Faculty Council, November 24, 2020

Action Plan to Address Anti-Black Racism

- The Faculty of Medicine and Health Sciences, working through its Social Accountability and Community Engagement (SACE) Office, is developing a Faculty-specific plan to address systemic anti-Black racism following the September 30 release of [McGill's Action Plan to Address Anti-Black Racism](#).
- The Faculty's final plan – which will include specific actions, targets and timelines – will be shared with the community once consultations are completed. A plan framework, created based on initial insights and input from Black community members and key stakeholders, is available [on the SACE website](#).
- <https://www.mcgill.ca/med-saceoffice/about/action-plan-address-anti-black-racism>

Curriculum

Institutional Tasks to Address Anti-Black Racism

Informal
Learning Environment
Interventions

Formal
Anti-Racist Curricula

Hidden
Structures of Support,
Reward, and
Representation

Framework

1. Community events and consultations
2. Systemic racism and microaggression
3. Increased representation and wellness of Black students
4. Curriculum addressing anti-racism

Q&A Session

(Comments can also be sent to sace.med@mcgill.ca)

Community events & consultations

Timeframe	Actions	Lead(s)	McGill Action Plan Axis
June 2020	<p>Black-led event to discuss the effects that systemic and overt racism has on Black people and the community.</p> <p>Next step: present event report to Faculty leadership.</p>	SACE Office	✓ Cross-cutting all 5 axes identified on page 1
July 2020	<p>Allyship and Skills-building event for faculty members, staff and students on July 13.</p> <p>Next step: second event planned for fall 2020.</p>	SACE Office	✓ Student experience ✓ Research and knowledge
September 2020	<p>Presentation of report of Black-led event to Faculty leadership: completed.</p> <p>Next step: report to be posted on SACE website.</p>	Dr. Loydie Majewska, Associate Professor, Department of Pediatrics, Dr. Pascale Caidor, SACE Office, with support from Dr. Saleem Razack, Director, SACE Office.	✓ Cross-cutting
October 22 and 27, 2020	<p>Internal Black community consultation on this framework and timeline.</p> <p>Internal Faculty leadership and broader Faculty Council/internal community consultation on framework and timeline.</p>	SACE Office and Dean's Office	✓ Cross-cutting

Community events & consultations (2)

Timeframe	Actions	Lead(s)	McGill Action Plan Axis
November-December, 2020	Allyship and Skills-Building event: second session for faculty members, staff and students.	Faculty Development Office, SACE Office, Medical Students' Society of McGill	<ul style="list-style-type: none"> ✓ Student experience ✓ Research and knowledge
November-December, 2020	<p>Black Faculty member networking event for students, faculty and staff, and creation of "Black Caucus" list.</p> <p>SACE has created a preliminary mailing list of Black students, faculty and staff.</p>	SACE Office (Pascale Caidor) working with Loydie Majewska, Myrna Lashley, Melissa Cobbler (WELL OFFICE), Charlene Lewis (Teaching Learning Services), Black students	<ul style="list-style-type: none"> ✓ Student experience ✓ Workforce
By December 31, 2020	Proposed action plan submitted to Dean's Office for ratification at next Faculty Council meeting.	SACE Office and Dean's Office	<ul style="list-style-type: none"> ✓ Cross-cutting
February 2021	Faculty Black History Month event.	SACE Office	<ul style="list-style-type: none"> ✓ Student Experience ✓ Research and knowledge ✓ Outreach ✓ Workforce
Spring 2021	External community consultations.	SACE Office in collaboration with Université de Montréal	<ul style="list-style-type: none"> ✓ Outreach

Systemic racism & Microaggression

Timeframe	Actions	Lead(s)	McGill Action Plan Axis
Fall 2020	<p>Graduate students diversity survey update presented to Faculty Leadership Council.</p> <p>Next step: analysis of results, also to be presented to Faculty leadership.</p> <p>Interventions proposed will likely be multi-faceted.</p>	Associate Dean, Biomedical BSc, Graduate & Postgraduate Affairs, supported by SACE Office	✓ Student experience
November 2020	<p>Equity training: introduced this year for MDCM Admissions Committee members.</p> <p>Next step: SACE Office to initiate discussions with SPOT, Nursing and SCSD.</p>	SACE and Admission offices	✓ Student Experience ✓ Outreach
Winter-Spring 2021	Racism and microaggressions in Graduate Studies: Faculty development and leadership sensitization.	Associate Dean, Biomedical BSc, Graduate & Postgraduate Affairs, and SACE Office	✓ Cross-cutting
By June 30, 2021	Systemic racism and microaggressions training for leaders and teachers.	SACE and Faculty Development offices	✓ Student experience ✓ Research and knowledge ✓ Workforce

Increased representation and wellness of Black students

Timeframe	Actions	Lead(s)	McGill Action Plan Axis
October 7, 2020 and February 2021	Webinar series for pre-med Black students (University and CEGEP students).	SACE Office Supporting Young Black Student group MDCM Admissions Office	✓ Student Experience
By June 30, 2021	Black Students' Program: STEM (Commitment to develop and Implement). Plan to formally bring underrepresented student outreach and recruitment to the Widening Participation Committee as a mandate.	Associate Dean, Biomedical BSc, Graduate & Postgraduate Affairs, Bastien Castagner (Pharmacology), support of SACE Office, as required	✓ Student Life ✓ Outreach
Fall 2020	Develop accountability around equity and the learning/work environment: aligned with University Action Plan targets for recruitment of Black staff and tenured faculty.	SACE Office and Dean's Office	✓ Workforce ✓ Physical Space
December 2020	Dissemination of Faculty demographic information: Faculty diversity report to be presented to Dean.	SACE Office (Faculty Equity Committee)	✓ Workforce

Increased representation and wellness of Black students (2)

Increased representation and wellness of Black students	Actions	Lead(s)	McGill Action Plan Axis
Fall 2021	<p>Implementation of Black students' pathway: UGME, SPOT, Nursing, SCSD have expressed interest.</p> <p>Sustainability Projects Fund application: to support the development of the Black Student Pathway Program and the outreach Community of Support program.</p>	<p>Admissions Office for Undergraduate Medical Education (SACE support as required)</p> <p>Working in partnership with current Black Medical Students</p> <p>School admissions leaders</p>	<p>✓ Student experience</p> <p>✓ Outreach</p>
Ongoing	Dissemination of student demographic information: posted, together with action plans, on SACE website to ensure transparency.	SACE Office	✓ Student Experience

Curriculum addressing anti-racism

Timeframe	Actions	Lead(s)	McGill Action Plan Axis
Fall 2020	Conversations with Faculty's SPOT, Nursing, SCSD to discuss curricular content.	Curriculum leaders in each School, supported by SACE Office	✓ Research and knowledge
By September 2021	Graduate Studies curricular content support: explore feasibility of developing a Racism in Science and Biomedical Research elective course.	Associate Dean, Biomedical BSc, Graduate & Postgraduate Affairs, with SACE Office support	✓ Student experience ✓ Research and knowledge
By June 30, 2021	Postgraduate Medical Education: curricular anti-racism content.	Fernanda Claudio (PGME), supported by Associate Dean PGME and SACE Office	✓ Research and Knowledge
By December 31, 2021	UGME curricular update: content in all courses, specific systemic racism material.	Associate Dean UGME, Saleem Razack, Black Students	✓ Student experience ✓ Research and knowledge
2020-2021	Creation of a Black Health Lead job description	SACE Office	✓ Student experience ✓ Research and knowledge ✓ Workforce



Thank you! Merci!

saleem.razack@mcgill.ca

Agenda

Section I – VP-Dean David Eidelman

1. Welcoming Remarks
2. Approval of Agenda
3. In Memoriam

Section II – Current Faculty Topics

4. COVID-19: impact and innovations
 - a. Student perspective, **Anish Arora (MASH), Dennis Rompotinos (MSS), Lysanne Desharnais (GCSS), Lucille Xiang (POTUS), Nadia Demko (ARM)**
 - b. Faculty member perspective, **Annette Majnemer, Michelle Elizov**
5. COVID-19 research update, **Timothy Evans**
6. Faculty anti-racism framework, Open consultation, **Saleem Razack**

Section III – VP-Dean David Eidelman

7. Report from the Steering & Nominating Committees
8. Consent Agenda – Faculty Council minutes (September 22, 2020)
9. Business arising – Committee vacancies

Section IV – VP-Dean David Eidelman

10. Kudos

Section V

11. Open session / Town Hall



Report from the Steering Committee

- During its October 29 meeting, the Steering Committee:
 - Reviewed open positions on the Steering Committee
 - Reviewed and approved today's Faculty Council agenda



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Report from the Nominating Committee

- During its October 19 meeting, the Nominating Committee:
 - Reviewed open positions on the Nominating Committee
 - Reviewed and adopted the report from its April 23 meeting



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Consent Agenda

- Faculty Council September 2020 minutes
 - Link was sent to FC members and Faculty at-large following the meeting
 - <https://www.mcgill.ca/medicine/about/governance/faculty-council/meetings-minutes>



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Committee membership - Vacancies

- Steering Committee
 - 1 graduate student representative



Celebrating our accomplishments...

A few examples (submitted to Health eNews):

- Faculty members and learners turn on a dime and go remote – an incredible accomplishment, thanks to all, and kudos to all!
- Clinical skills training reinvented onsite
- Faculty and learners step up across the community, on the front lines, in long-term care institutions, teaching Zoom to Boomers, etc.
- Ingram School of Nursing celebrates 100 years!
- McGill Research Centre for Studies in Aging celebrates its 35th anniversary



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Celebrating our accomplishments...

A few examples (cont.):

- McGill becomes home to Canada's COVID-19 Immunity Task Force Secretariat
- Leading COVID-19 research from MI4, the Québec COVID-19 Biobank and the McGill Genome Centre, among others
- McGill and Faculty shine in CIHR spring project grant competition – McGill success rate 27.1% vs national 15.8%
- Research advances across disciplines – cancer, infection and inflammation, aging and chronic illness, as well as neuroscience and mental health
- McGill Cancer Institute approved
- Institute of Health Sciences Education PhD program approved
- McGill Dept. of Oncology launches first-of-its-kind graduate diploma



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Celebrating our successes...

A few examples (cont.):

- Guy Rouleau takes home the Canada Gairdner Wightman Award
- Palliative care pioneer Balfour Mount recognized with commemorative Canada Post stamp
- Campus Outaouais welcomes its inaugural MDCM and Med-P cohorts
- McGill's founding Faculty gets a new name and 2 new schools
- Next up: the University marks 200 years of continued excellence...



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Kudos

*Elected Vice President,
International Association for Youth Mental Health*
Srividya Iyer

Prix d'excellence, FMSQ
Jean-Pierre Farmer

Honorary Doctorate, INRS
Nahum Sonenberg



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Kudos

Future Leaders in Canadian Brain Research Program, Brain Canada

Boris Bernhardt

Mark Brandon

Yasser Iturria-Medina

Jean-Francois Poulin

Jo Anne Stratton

Masha Prager-Khoutorsky

New Investigator Award, Canadian Society of Internal Medicine

Natalie Dayan



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Kudos

Medal for Exceptional Academic Achievement, McGill

Leon Glass

Barry Posner

Principal's Award for Administrative and Support Staff – Clerical category, McGill

Jean-Paul Acco

Insigne du mérite 2020,

Ordre des infirmières et infirmiers du Québec

Franco Carnevale



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Kudos

Clinical Practitioner Award, Pediatric Chairs of Canada

Hema Patel

COVID Leadership Award, Pediatric Chairs of Canada

Mylene Dandavino

Tanya Di Genova

Robert Sternszus

Wilder-Penfield Prize, Prix du Québec

William Foulkes



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Kudos

Osler Award, Canadian Society of Internal Medicine

David Dawson

*Outstanding Achievement Prize in Mental Health,
Brain & Behavior Research Foundation*

Gustavo Turecki

Priorité Patient Competition Award – research to serve the needs of cancer patients, Oncopole

OncoBuddy et OncoConseil



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Kudos

Named to Board of Directors, GlycoNet

Don Sheppard

Dr. Chew Wei Memorial Prize in Cancer Research, University of British Columbia

Nada Jabado

Young Investigator Grant, Brain & Behavior Research Foundation

Massimiliano Orri

Wei-Hsiang Huang

Budhachandra Singh Khundrakpam



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Kudos

*Pfizer Research Award of Excellence,
Montreal Children's Hospital Foundation*

Christine McCusker

*National Bank Medical Award of Excellence,
Montreal Children's Hospital Foundation*

Hema Patel

*Named to Association of University Presses Reading List,
Fighting for A Hand to Hold: Confronting Medical
Colonialism against Indigenous Children in Canada*

Samir Shaheen-Hussain



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Kudos to Our Students

*Health Workforce Innovation Prize, Virtual Solve Challenge,
Massachusetts Institute of Technology*
Ubenwa

Undergraduate Personality of the Year, Forces AVENIR
Victoire Kpadé

Elevate Postdoctoral Fellowship, Mitacs
Catherine Argyriou



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THANK YOU, everyone...



On the front lines and in your labs,
in your virtual classrooms
and virtual offices.

Thanks to our Faculty Council
and our Faculty leadership, as well as
to the tireless efforts of our AECs
and administration teams.

Wishing you, all, a **peaceful** holiday season.



Franglais



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VP-Dean Eidelman & Faculty Leadership

Vision, Mission & Values

At a Glance

Governance

Deanery Executive Committee

Faculty Council

Terms of Reference

Membership

Committees

Meetings & Minutes

Topics/Comments/Questions


We welcome your input!

Should you have a topic, comment or question you would like to submit to the Steering Committee for consideration at the next Faculty Council, please enter it below.

Name

Your Topic/Comment/Question

www.mcgill.ca/medicine/about/governance/faculty-council/topicscomments-questions

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Le patient au cœur des sciences de la santé

En

Liens rapides

Rechercher

À propos

Éducation

Recherche

Soins de santé

Départements et écoles

Ressources pour le personnel

Diplômés

Accueil / À propos / Gouvernance / Conseil de la Faculté

VP-doyen Edelman et dirigeants de la Faculté

Vision, mission et valeurs

Aperçu

Gouvernance

- Comité exécutif du décanat
- Conseil de la Faculté
 - Mandat
 - Membres
 - Comités
 - Réunions et documents
 - Sujets de discussion/ commentaires/questions

Planification stratégique

Partenariats internationaux

Distinctions publiques

Distinctions facultaires

Conférences Holmes du doyen de la Faculté de médecine

RibliuRibliuRibliu

Votre avis compte!

Si vous souhaitez soumettre un commentaire, une question ou un sujet de discussion au Comité directeur pour la prochaine réunion du Conseil de la Faculté, veuillez utiliser le formulaire ci-dessous.

Nom

Vos commentaires/questions/sujets de discussion

Courriel (veuillez remplir ce champ si vous souhaitez recevoir une réponse)

<https://www.mcgill.ca/medicine/fr/propos/gouvernance/conseil-de-la-faculte/sujets-de-discussion-commentairesquestions>



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